

MEETING #22 – April 15

At a Budget Workshop Session of the Madison County Board of Supervisors on April 15, 2014 at 4:00 p.m. in the Thrift Road Complex located at 302 Thrift Road:

PRESENT: Doris G. Lackey, Chair
R. Clay Jackson, Vice-Chair
Jonathon Weakley, Member
Robert W. Campbell, Member
Kevin McGhee, Member
V. R. Shackelford, III, County Attorney
Ernest C. Hoch, County Administrator
Leo Tayamen, Finance Director

ABSENT: Jacqueline S. Frye, Deputy Clerk

Agenda:

1. Call to Order/Determine Presence of a Quorum

2. Pledge of Allegiance & Moment of Silence

The Board of Supervisors commenced their meeting with the Pledge of Allegiance and a moment of silence.

3. Adoption of Agenda

Chairman Lackey called for adoption of today's Agenda.

Supervisor Jackson moved to adopt today's Agenda (Amended), as presented, seconded, by Supervisor Weakley, with the following vote recorded:

Doris G. Lackey	Aye
R. Clay Jackson	Aye
Jonathon Weakley	Aye
Robert Campbell	Aye
Kevin McGhee	Aye

4. Agenda Items:

a. Follow up Economic Tourism Summit:

Chairman Lackey advised that since the recent economic tourism summit was held, there has been discussion about having periodic follow up meetings; she proposed that work sessions convene at the Thrift Road Office at least once (or twice) per week for about a month and have at least two (2) Board members in attendance at each session.

The County Administrator advised that meeting notices are generally posted at public places, on the website, and also to other parties involved.

It was also suggested that follow up transpire with those individuals who participated in the summit group sessions and would like to move forward with planning and implementation; reports from the summit work sessions was provided on the following areas:

- Vision/Branding
- Business
- Shenandoah National Park
- Agriculture/Vineyards
- Keynote

The aforementioned information will also be added to the County's website for the public.

Chairman Lackey suggested the work groups be tasked with developing one to two solid recommendations which could include signage, development of brochures and/or rendering of other long-range objectives for the Board to review.

The County Administrator suggested those heavily engaged in the economic group discussions should be invited to attend and provide input.

It was further suggested that a discussion forum be developed to address additional areas of concern, and to establish a day/time for each group and the Board to meet collectively meet.

The County Administrator advised of the following points for consideration by the Board:

- Develop an outline for each group
- Note key questions to be addressed (by the Board) prior to the meeting date
- Short-term/long-term goals can be assessed
- Identify people who will be willing to work on the issues

In closing, he feels that having the entire Board in place will 'send the right message' that all members are involved in the process, with the goal to have all five (5) groups providing specifics or becoming one consolidated group.

Input provided by the Board members included the following:

Supervisor Weakley: Questioned how the format will be developed in order to develop some clarify on the issues of concern.

Supervisor Campbell: Suggested Ms. Gardner, Tourism be asked to contact the individuals involved and bring recommendations to the Board rather than have the Board serve as the driving force.

Supervisor Jackson: Agreed with the aforementioned suggestion, but sees it as a 'middle step' and feels the entire Board should be involved to receive any short-term/long-term goals being verbalized by all parties involved; feels the concept of doing something 'small' will be more beneficial.

Chairman Lackey: Feels it's the Board's job to 'listen' instead of asking questions and bring forth opinions.

It was also suggested if there are two (2) members of each group that present ideas, these folks could be 'merged' into one full group that can compile all information together for an overall discussion.

Additional suggestions including: Inviting all five (5) groups and allow them one (1) hour to discuss issues and establish a starting point and move forward.

- Allow interested parties to provide input rather than focusing on governmental ideas only
- Allow interested parties to incorporate their ideas into the County's comprehensive plan and Route 29 Corridor
- Allowed interested parties to meet on their own, develop long-range plans and ideas involving various markets (i.e. shipping, internet, partnering, etc.)

Chairman Lackey advised the County supported and assisted with the orchestration of the recent economic/tourism summit; individuals have asked the County to continue to move forward and not let the concept die. Additionally, if the committees merge or move forward in parallel directions, good ideas can still be developed and implemented.

Supervisor Jackson verbalized support of any endeavors that can help bring business to Madison County.

Discussions continued regarding wording that could be placed on signage.

The County Administrator advised that searches on the internet for the Shenandoah National Park may be an avenue to highlight Madison County, Virginia and put [our](#) locality on the map.

Chairman Lackey advised of the list of available lodging in the County (i.e. Graves', bed & breakfast locations, etc.); she suggested the Old ABC Store be designated as a future Visitor's Center, coupled with the many things that can be featured (i.e. welcome packets, brochures, etc.) for Madison County. In closing, she suggested there be some discussions as to what can be accomplished here (i.e. artists trail, winery visits, etc.) and determine what can be done.

Supervisor Campbell explained several ideas being implemented by several county residents thus far and suggested Ms. Gardner be involved with initial planning, as she is a major point of contact.

After discussion, it was the consensus of the Board to hold additional work sessions for at least one (1) to two (2) hours to participate in an open discussion for 1.5 hours.

The County Administrator suggested the format involve one group, with facilitation of each segment in order to eliminate any overlap; these sessions can then be followed with an additional meeting for 1.5 to 2 hours followed by an additional half hour discussion on each area of interest.

Additional suggestions included the following:

- The forum be held in a 'round table' fashion to receive increased input, focus and clarification (on areas of being discussed)
- A unified plan will be needed in order for the County to move forward
- Identification of key players can be combined to form one group.
- A facilitator should be selected
- Individuals involved should be allowed to vote on which items are of top concern
- Identify topics and assess the information.
- Consolidation exercises could be a productive part of the initial process
- Focus on the information provided by the initial groups

After discussion, it was the consensus of the Board to hold one (1) meeting to discuss a consolidated list of topics on Thursday, May 15th beginning at 5:30 p.m. in the War Memorial Building; Ms. Anne Tidball will be contacted to see if she can serve as the Facilitator of the event.

b. Budget Discussion:

Rappahannock-Rapidan Community Services Board: The County Administrator advised the numbers noted for the RRCSB (mental health) were off by \$3,933.00; corrected figure should be \$76,656.00 and will be denoted on the next budget printout.

Contingency Fund: The County Administrator advised the contingency line item has been reduced from \$753,636.60 to \$749,703.60 (i.e. total of \$3,933.00) to offset the error made in the Rappahannock-Rapidan Community Services Board budget request.

Comp Board: The County Administrator advised that numbers still haven't been received from the comp board, which could change revenue. Although he doesn't feel it will be from a negative standpoint; there may need to be some budget adjustments later on if a significant change occurs (pending the State passing a budget). Additionally, an increase is being discussed for March 1, 2015, which may change the revenue and expenses for the County.

LODA: The County Administrator advised the State is discussing the possibility of assuming the LODA program by utilizing some of the Medicare monies to fund the program, if these benefits are approved. If this action is approved, it will provide additional revenue for the County.

The County Administrator advised the overall budget is up \$551,980.44 from last year's fiscal year as a result of increases in the following areas:

- School operations
- Debt service
- Social Services/CSA
- Contingency fund
- Data Service Technology
- EMS
- Sheriff's Office
- Central Regional Jail (operations)

Dispatchers: The County Administrator also explained that in the past, some of the dispatcher's salaries/benefits were noted in the Sheriff's departmental budget; about sixty percent (60%) of funding for their salaries is received from the State; these positions have been moved into the E911 budget in order to provide a more accurate account of actual costs pertaining to the dispatcher's function.

Sheriff's Office: The County Administrator advised the Sheriff currently has nineteen (19) full-time employees within his department.

Court Security: The County Administrator advised the increase in the court security line item is due to healthcare and an increase in anticipated overtime; additional funding was provided for overtime in an effort to 'burn down' some of the comp time that is accumulated.

In closing, the County Administrator advised the County's staffing levels from 2013 to 2015 is up about \$21,802.00; total payroll in 2013 was \$21,000.00 less than today; however, in 2014, all employees were allocated a two percent (2%) salary increase and Constitutional Officers were allocated a three percent (3%) salary increase; only a few increases were allocated for 2015 totaling \$25,426.00. In addition, he advised the SRO (School Resource Officer) position is partially funded by the State and school system and is on a decreasing scale (that will require more local monies over a period of years).

Supervisor Jackson advised he wasn't in favor of 'blanket raises' and the philosophy of providing broad spectrum raises to every employee. In closing, he suggested employees should be paid what they're worth.

The County Administrator advised that most localities do provide a cost of living increase (COLA) without an actual raise; he doesn't feel that individuals should be allotted a 'blanket increase' but inflation does occur and cost of living increases are the 'cost of doing business.' Secondly, merit increases are made generally based on performance, longevity and skill level, which would be more discretionary to the department heads. Additionally, the forthcoming salary study will be conducted in order to establish a baseline for salaries, which must be in place before COLA or merit increases can be assessed. In closing, he feels the County's salary scale does have some inequities in place.

Supervisor Campbell referred to discussions concerning the school system pertaining to whether the Governor will raise school salaries by one percent (1%) and how this would affect the County's salaries; he also questioned whether the proposed increase will be provided by the State and whether the County will regulate salaries within the school system to coincide with salaries noted in other local school districts.

Tina Cropp, School Finance Officer, advised if the Governor proposes the increase, the one percent (1%) raise will be allocated for S&Q positions or for all positions; this increase will only be funded in part with a local match being requested; if a local match isn't provided, the state funding will not be received.

The County Administrator advised the aforementioned offer was made by the State during the past year, which the County did implement. Additionally, he advised there are state mandates pertaining to VRS; the County only pays costs for a single person (excluding family coverage) and must do this, by law, at eighty percent (80%). In closing, he advised that most employees do contribute to family policies; however, Madison County's doesn't contribute and is currently one of the lowest contributing employers within the region (towards employee healthcare costs).

It was advised the County didn't provide a cost of living increase this year, but did pick up part of the employee's healthcare costs (1.5%).

Supervisor Weakley verbalized the school system has asked for \$150,000.00 in new money; he's in support of the request for a family support worker (\$60,000.00) and suggested this amount be deducted from the school's requested funding amount.

Supervisor Campbell agreed to the request for \$60,000.00 if last year's funding amount remained in place; he verbalized concerns about the cost of the family support worker and the school resource officer; he feels that parity should be in place for healthcare costs for school and County employees.

The County Administrator clarified that of the \$300,000.00 to cover healthcare costs for the school system employees, only \$100,000.00 will be funded by the State (i.e. \$200,000.00 shortfall).

Chairman Lackey advised that during the last budget work session, she felt it was the consensus of the Board to move forward with the proposed budget which includes a one cent real estate tax increase.

Supervisor Jackson verbalized concerns as to whether the hiring of a school resource officer will help offset the issues related to social services (CSA); also most citizens aren't in favor in the proposed one cent tax increase, but are willing to accept the increase in order to support the school system, and the County has made a commitment.

Discussions focused on \$10,000.00 being used from the TOT fund, to which Supervisor Campbell advised he wasn't in agreement with (based on the Attorney General's opinion and the Virginia Code) and couldn't support.

The County Administrator advised that a copy will be forwarded onto the County Attorney for review and advisement.

Supervisor Weakley suggested in the future, the Board assess areas in which additional savings can be found; it's anticipated that savings will be found within the school system's budget after renovations are completed (i.e. heating, cooling, etc.).

After discussion, it was suggested the Board get through the FY2015 budget and establish about a half hour during future workshop sessions to discuss specific concerns in preparation for next year's budget.

Additional views were expressed concerning the amount of time spent working on the budget; proposed salary adjustments, and whether additional savings can be identified in any specific area.

The County Administrator explained that any salary increases noted within the FY2015 budget were arranged and agreed upon during the time of hire for some employees (Finance Department; PRA Manager, County Administrator) totaling \$24,426.00). He also noted the increase for the PRA Manager was done through the PRA's departmental budget after savings were noted in other line item categories.

After discussion, Supervisor Campbell advised he feels there are additional areas within the budget that can be cut (i.e. donation to the rescue squad reduced by \$50,000.00); he also agreed with the principal; \$60,000.00 (elimination of Emergency Preparedness Director and department).

c. Information/Correspondence (if any)

School Board Meeting:

Supervisor Weakley advised there was discussion at the recent school board meeting regarding some partnerships that are in place; if there is a school population of less than 1,100, a locality can adopt the composite index of a partnering locality, which may provide some benefits in areas (i.e. Madison and Rappahannock). Additionally, the school system appointed a new high school principal.

VDOT Regional Hearings (Road Improvement Plan):

Chairman Lackey advised that all members should've received correspondence pertaining to VDOT's regional road improvement plan hearings.

The County Administrator advised the County's Six Year Road Improvement Plan will be scheduled at the April Workshop Session; a public hearing will be scheduled at the May Regular Meeting to adopt the proposed plan. Members of the Transportation Committee have been invited to attend the April workshop session.

Town Hall Meeting:

Supervisor Campbell advised he will host a town hall meeting at the Brightwood Ruritan Club on Thursday, April 24, 2014 at 7:00 p.m.; the meeting has been advertised in the local newspaper; all Supervisors are welcome to attend (per legal requirements and Attorney General's opinion), should anyone desire. In closing, he

advised that no business will be discussed; however, questions will be forthcoming by the citizens who attend. In closing, he advised that no action will be taken and members are legally able to attend.

It was noted that as per the Supervisor's Manual, members may attend a meeting, but may not take part in any type of discussions.

Skyline CAP:

Supervisor Campbell advised he'd be in favor of providing an additional \$25,000.00 to Skyline CAP and suggested a funding reduction be taken from the school system (or elsewhere) within the budget. He also advised the number of children the Skyline CAP would be able to serve (with the \$25,000.00) would allow the County to achieve the same goal (through its Head State Program) as would be done with \$165,000.00 currently being allocated to the school system to implement its program. He reiterated he wasn't in favor of increasing taxes in order to allocate the additional funding, but feels that 'switching' funding within the budget could be considered.

Chairman Lackey advised the funding being requested by Skyline CAP \$25,000.00 is to be used to improve the salaries of the Head Start teachers because they're poorly compensated due to not having the same educational credentials as regular public school teachers; she also suggested the County wait and see what transpires with the future of the four-year old educational program, as there has been discussion at the national level about eliminating the program in the future.

Supervisor Weakley also verbalized concerns regarding the future of the four-year old school program, as funding for both educational providers does differ; however, he suggested this area be assessed during the next budget cycle.

It was noted that Skyline CAP could possibly appeal for assistance through the Madison Education Foundation; also, Head State Programs in several surrounding localities are run through the public school system.

Madison Library:

Supervisor Weakley questioned if the Board would consider additional 'in kind' services for the Madison County Library (as implemented in the past with the mowing) to possibly include snow removal.

Chairman Lackey advised the Madison County Library didn't ask for additional funding during the budget process. It was also noted they do hold fundraisers during the year.

The County Administrator questioned whether the County's contribution to the Madison County Library was a correct comparison as noted, and suggested the county asses the total budget for the library, as he believes they do receive some grand funding.

After discussion, it was the consensus of the Board to handle snow removal for the Madison County Library.

Storm Water Program:

Although a letter was provided on the storm water program, it was noted the County will need to make a decision.

The County Administrator advised that an answer is being requested from the County by the end of the month; he suggested this issue be further discussed at the April Workshop Session.

It was further advised that some of the surrounding localities have elected to 'opt out' of the program; however, it was questioned what the total cost would be in the event the County elected to 'opt in' at a later time.

e. Adjournment

With no further action being required by the Board, on motion of Supervisor Jackson, seconded by Supervisor McGhee, Chairman Lackey adjourned the meeting, with the following vote recorded:

Doris G. Lackey	Aye
R. Clay Jackson	Aye
Jonathon Weakley	Aye
Robert Campbell	Aye
Kevin McGhee	Aye

Doris G. Lackey, Chairman
Madison County Board of Supervisors

Clerk of the Board of Madison County Board Supervisors

Adopted on: June 24, 2014

Copies: Doris G. Lackey, R. Clay Jackson, Jonathon Weakley, Robert Campbell,
Kevin McGhee, V. R. Shackelford, III & Constitutional Officers



Agenda (Amended)
Madison County Board of Supervisors
Budget Workshop Meeting Agenda
April 15, 2014 at 4:00 p.m.
302 Thrift Road, Madison, Virginia 22727



Agenda Items

1) Call to Order

2) Pledge of Allegiance & Moment of Silence

3) Determine Presence of a Quorum / Adopt agenda

4. Agenda Items:

- a. Follow up Economic Tourism Summit**
- b. Budget Discussions**
- c. Information/Correspondence (if any)**
- d. Adjournment**